



**USW LOCALS 2010 & 2010-01**  
**Queen's University | Kingston | ON**

**MINUTES – Membership Meeting**

**CHAIR:** Kelly J. Smith, President

**LOCATION:** Kinesiology Building, Room 100

**DATE:** April 24, 2013 12:05pm

*The notes which follow are presented here as an edited summary of the meeting minutes, with information confidential to Local 2010 excluded. These minutes are available in their entirety for review by all Members of Locals 2010 & Local 2010-01, who are in good standing, upon request at the Union office.*

1. Call Meeting to Order 12:03pm
2. Roll Call of Officers:

POSITION:	NAME:
President	Kelly J. Smith
Vice-President	Gillian Berry (absent)
Recording Officer	Barbara Lawson
Treasurer	Jessica Power
Guide	Catherine Nelson
Outside Guard	Diann King
Inside Guard	Richard Linley
Trustee	Jane Russell-Corbett
Staff Rep	Peggy McComb

**ABSENT :**

Financial Officer	Cheryl Power
Trustee	Philip Hart
Trustee	Jane Davies

Member Attendance: 28

3. Previous Minutes: Barb Lawson read the previous minutes; there were no changes or mistakes reported from the members; she moved to accept the minutes from March 27<sup>th</sup>; Second: Rick Stratton; carried
4. Report of Officers
  - PRESIDENT
    - a) Most Locals don't post meeting minutes on their website due to sensitive issues such as financial reports. Executive is discussing how to handle this, for instance a summary could be

posted. The website host may be able to set up a secure section of the site for this purpose but it is not a priority at this time. For now, members should attend meetings to review minutes and participate. Executive has moved the meetings around campus to enable members to attend and some meetings will be held in the evenings. There are no concerns with having member's names in minutes that are made public.

- b) No movement on office space. May come back to members for ideas to put pressure on management.
- c) Management is pushing back on allowing Executive members to attend Exec meetings on work time. The proposal was for one hour per month but managers are pushing back on this.
- d) A meeting is scheduled for May 2<sup>nd</sup> with the University to discuss any challenges to the seniority list.

FINANCIAL – Jessica Power gave a report in Cheryl Power's absence.

- a) Slide indicating revenues and expenditures was reviewed. Jessica moved adoption of the report; Second: Carol Kavanagh; carried  
Clarification of why there is revenue from the National Women's Conference; National office paid expenses for Kelly and Gill.

TREASURER – Jessica Power

- a) Slide indicating that her numbers match the Financial Report was reviewed; Jessica moved adoption of the Treasurer's report; Second: Christina Salavantis; carried

TRUSTEES – no report

LOCAL 2010-01 (Academic Assistants) CHAIRPERSON – Jane Russell Corbett

- a) The seniority list is close but not quite ready yet, which is the source of the delay for challenges to the list.

5. Staff Rep Report – Peggy McComb

- a) The bulletin board posting across campus regarding excess hours of work (overtime) was largely misunderstood. The law in Canada states that a worker cannot work more than 48 hours in a week. If you sign an agreement that you will work more, then the limit rises to 60 hours per week. This is not related to voluntary overtime hours of work but you may need to work more hours in some units, for example in September in the Residence Office.
- b) Handout regarding a political view of middle class
- c) Bargaining is coming even though it seems far away. Peggy suggests that members read the Collective Agreement and provide feedback on items that don't seem to be working well.

6. Reports – Special Committees – no report

7. Reports – Standing Committees – no report

8. Reports – Conferences Attended (National Policy Conference – April 16-18, 2013)

NPC was very successful. Our resolution put forward or do more organizing in the university sector was unanimously accepted by all delegates who attended. Union is organizing more in the university sector.

The University of Saskatchewan is currently deciding between two unions, one of which is USW, to merge their employees into one union.

9. Unfinished Business – no report

10. New Business

a) UK Exchange

- A sister union in the UK, UNITE, proposed an exchange meeting for early August. Each attendee Local will be assigned a topic to research and present at the meeting.
- Being mindful of our budget, we considered only sending one person but the Executive agreed that Queen's should participate.
- Peggy noted that the cost of the trip is not required if the members want our Local to participate. Jill Hodgson moved to cover release time (x1 Exec), per diem, travel and seminar supply costs, for President + 1 Executive Member to attend the UK Exchange Meeting August 2013 - ~\$xx (~\$xx Exec; \$xx President; \$xx materials); Second: Richard Linley; carried

b) Job Evaluation Committee

- Six members applied and will be meeting with the University in May.

c) Tuition and Childcare

- We now have numbers to put to these funds in terms of what is budgeted, how many Queen's employees apply for it and any overages or shortfalls
- The Childcare fund has \$7,721.88 leftover for this year; the balance will be transferred to the Tuition fund, leaving a shortfall of approximately \$18,000. This is better than anticipated.
- The payout for Winter Tuition Fund is the first in 5 years and will be paid at the end of April.

11. Good & Welfare – no report

12. Q&A

- Peggy mentioned that there has been no Good & Welfare reports yet but just know that it is intended for things like flowers for someone in hospital. This will be assigned to a committee for further management.
- HR has been telling people there will be no job re-evaluations (this is different from the main job evaluation that is needed for all positions) on the approximately 110 job descriptions that need to be reviewed because of new jobs needing their attention; the Local may need to put pressure on Management to get this done because it may result in back pay for some (this may also be the reason it has not been done yet).

13. Richard Linley move to adjourn at 1:07pm; 2<sup>nd</sup> Jill Hodgson; carried